**Middle College High School**

**Chief Executive Officer Evaluation**

**2022/2023**

**Rating Scale**

4 - Exemplary Professional Performance: Performance by the CEO that continually has an impact on students, staff and programs in the school in a positive manner. For performance to be rated at this level it must consistently exceed the expectations set forth in the performance standards and the Board should cite specific examples in a narrative format (i.e., the Board should describe specific behaviors on the part of the CEO that illustrate the high rating).

3 – Professional Performance: Performance that consistently meets expectations resulting in quality work in the accomplishment of the job performance standards identified for the CEO. This is the acceptable performance level that is expected.

2 – Performance Requires Improvement: Performance that does not meet standards and requires a program of improvement and/or remediation to produce desired results (i.e., to meet criteria). The Board should cite specific evidence in a narrative format (i.e., the Board should describe examples of specific behaviors on the part of the CEO that illustrate the deficiency).

1 – Performance Is Unsatisfactory: Unacceptable performance that requires significant improvement to justify continued employment. The Board should cite specific evidence in a narrative format (i.e., the Board should describe examples of specific behaviors on the part of the CEO that illustrate the deficiency).

0 – Cannot Judge: The Board does not have enough information to rate performance on an identified standard.

**Mandatory Competencies & Indicators**

1. **Demonstrates foresight, examines issues, and takes initiatives to improve the quality of education in the school:**
   1. enables staff, students, parents, and community to build a common vision;
   2. articulates a vision and is able to make that vision concrete to others;
   3. provides a learning environment and climate where creativity, risk taking, and experimentation are shared by all stakeholders;
   4. understands, facilitates, and manages change in self, others, and the organization.

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1. **Embraces and encourages the acceptance of diversity:**
   1. models respect, understanding, and appreciation for all people;
   2. addresses the special needs of groups and individuals;
   3. addresses the needs of multicultural, multilingual, multiracial, and economically diverse populations;
   4. promotes and supports recruitment and assignment of diverse staff;
   5. demonstrates sensitivity to alternative educational philosophies and methodologies.

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1. **Uses effective people skills to communicate:**
   1. addresses the needs of staff, students, parents, and community;
   2. facilitates communication and the use of problem solving processes to promote teamwork, consensus, and inquiry;
   3. assists with the resolution of conflicts and stress;
   4. implements the staff evaluation process effectively;
   5. writes and speaks appropriately;
   6. keeps staff and community informed of pertinent information in a timely manner;
   7. utilizes appropriate listening skills.

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1. **Provides and maintains an environment where optimal student growth can take place:**
   1. understands and supports the goals and purposes of the organization;
   2. promotes learning as the primary purpose of the organization;
   3. collaborates and networks with community service agencies, or other educational organizations and businesses, as appropriate;
   4. provides and maintains a safe and healthy environment that promotes positive student behavior;
   5. understands and encourages the application of human growth and development principles;
   6. assesses and evaluates program and staff effectively.

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1. **Demonstrates instructional leadership:**
   1. seeks out and provides staff with information on methodology, research, and current educational trends;
   2. identifies, accesses, and uses appropriate resources;
   3. makes reasonable decisions and accepts responsibility for those decisions;
   4. promotes collaboration and mutual sharing among teachers and staff;
   5. encourages and allows others to lead as appropriate;
   6. comprehends effective learning and teaching processes.

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1. **Demonstrates an understanding of the dynamics of the educational organization:**
   1. develops positive school/community relations;
   2. demonstrates an understanding of the politics of school governance and operations;
   3. informs staff, parents, and community of relevant facts to aid in reaching informed decisions;
   4. exhibits skills in comprehending, interpreting, and supporting positions of the organization;
   5. exhibits skills in lobbying, negotiating, collective bargaining, policy development, and policy maintenance.

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1. **Effectively manages the resources for which responsible: personnel, finances, facilities, programs, and time:**
   1. implements school policies, state standards, and federal regulations and laws;
   2. organizes, coordinates, and supervises staff assignments and needs;
   3. carries out appropriate fiscal procedures;
   4. utilizes and maintains facilities;
   5. demonstrates efficient time management by establishing schedules and reasonable timelines for completing tasks;
   6. utilizes available technology to meet administrative objectives;
   7. utilizes participatory management techniques.

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1. **Uses supervision, staff development, and performance evaluation to improve the educational program:**
   1. implements a collaborative process in staff development;
   2. identifies and acknowledges effective performance in objective terms;
   3. assists individual professional development planning;
   4. develops, implements and evaluates the staff development program, collaboratively utilizing a variety of resources;
   5. follows procedures and participates in training consistent with the state and local teacher performance evaluation plan;
   6. provides regular feedback on performance.

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1. **Maintains a familiarity with current educational issues through ongoing personal development:**
   1. meets statutory requirements;
   2. participates in local, state and other training opportunities;
   3. reviews current professional literature;
   4. continues to expand knowledge and awareness of programs within the school.

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